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HARYANA GOVERNMENT

MEDICAL EDUCATION AND RESEARCH DEPARTMENT

Notification

The 3rd July, 2024

No. 16/7/2024-6HB-IV.— The Governor of Haryana is pleased to issue the following policy for engagement of contractual faculty members in Government Medical, Dental and Nursing Colleges under the purview of Department of Medical Education and Research, Haryana for a limited period, purely on contractual basis:

1. Short title and commencement:

This policy may be called the '*Engagement of Contractual Faculty Members in Government Medical, Dental and Nursing Colleges Policy, 2024*'. This policy shall come into effect from the date of notification of this policy.

2. Aim of the Policy:

The aim of this policy is to ensure availability of required number of teachers-doctors, nurses and other faculty members in Government Medical, Dental and Nursing Colleges for uninterrupted and continuous teaching of under-graduate and post graduate students in these colleges. As the recruitment by Haryana Public Service Commission takes time to select faculties, engagement of faculties on contractual basis has become imperative. To accomplish the requirement of adequate number of faculties so as to get approvals of the respective Governing Councils, active recruitment process is needed to engage faculties on contractual basis against sanctioned vacant posts at all levels across all the Government colleges under the purview of Medical Education and Research Department, Haryana.

3. Objective of the Guidelines:

- (a) The appointment processes in Medical, Dental and Nursing Colleges consider factors such as academic qualifications, clinical expertise, research experience, and teaching proficiency. These criteria aim to select individuals who have a strong foundation in their field and are capable of delivering quality education to aspiring medical professionals.
- (b) The objective of this engagement policy is to establish a transparent and standardized process for engaging teaching staff in Medical, Dental and Nursing Colleges of Haryana on contractual basis, in accordance with the norms set by the National Medical Commission (NMC), Dental Council of India (DCI) and Indian Nursing Council (INC). This policy aims to ensure the selection of highly qualified and competent individuals who can contribute effectively to medical education and research.
- (c) Present guidelines are meant to strengthen and streamline the selection and engagement of faculty at all levels on contractual basis (against the sanctioned vacant posts) in all the Government Colleges in the State of Haryana under the purview of Department of Medical Education and Research, Haryana.

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- (d) These guidelines shall be effective from the date of its notification. It is explicitly made clear that such contractual engagements are purely stop gap measures and confer no right on the selected persons to claim regular appointment to the posts or extension of contractual period of engagement beyond the agreed period.
- (e) The Government may issue revised circulars/notifications from time to time, if so required.

4. **Application of Policy:**

This policy shall be applicable to all the Government Medical, Dental and Nursing Colleges under the purview of Department of Medical Education and Research, Haryana to engage faculty member/doctors on contractual basis (for both retired and non-retired employees) against the sanctioned vacant posts.

5. **Definitions:**

- i. **‘Contractual engagement’** means engagement of a person against the sanctioned vacant posts for a limited or specific period not exceeding four years subject to certain terms and conditions;
- ii. **‘Government’** means the Haryana Government in Department of Medical Education and Research;
- iii. **‘Government Medical, Dental and Nursing Colleges’** means all functional and upcoming medical, dental and nursing colleges under purview of Department of Medical Education and Research, Haryana;
- iv. **‘Policy’** means *“Engagement of Contractual faculty members in Government Medical, Dental and Nursing Colleges Policy, 2024”*;
- v. **‘Employer’** means Haryana Government in Department of Medical Education and Research;
- vi. **‘Governing Council’** means the relevant council pertaining to the respective courses as under:

1	For medical colleges	National Medical Commission (NMC)
2	For dental colleges	Dental Council of India (DCI)
3	For nursing colleges	Indian Nursing Council (INC)

6. **Procedure for engagement:**

6.1 **Assessment of contractual manpower requirement:**

Directors/Principals of all Government Medical, Dental and Nursing Colleges in the State shall quantify their requirements for engaging contractual faculty and get prior approval from the Government. This assessment shall be as prescribed in the guidelines issued by the respective Councils and as amended from time to time.

The norms prescribed by the respective councils shall be applied to work out quantitative requirement based on “available faculty norms/required norms”.

6.2 **Publication of advertisement for required faculty member:**

Directors/Principals of all Government Medical, Dental and Nursing Colleges after seeking prior approval from the Government, shall publish department wise and post wise advertisement on the website of their institute. The advertisement must contain all requisite information i.e. educational qualifications and experience, period for appointment, remuneration to be paid, terms and conditions etc. Minimum time of fifteen days must be given by each institute for the applicants to apply.

6.3 **Scrutiny of applications and verification of Documents:**

Directors/Principals of all Government Medical, Dental and Nursing Colleges shall constitute a Scrutiny Committee comprising of faculty members from the institute itself to scrutinize the applications and to examine the original documents of the candidate for verification of their educational qualification, experience, publications etc. and submit their report to the Director/Principal.

6.4 **Publication of list of eligible candidates:**

Directors/Principals of all Government Medical, Dental and Nursing Colleges shall publish list of eligible candidates from amongst the candidates who have applied against the advertisement published on the institute website, within a period of ten days counted from last date of receipt of applications.

6.5 **Interview of short listed/eligible candidates:**

The interview panel/Committee shall be constituted at the level of Institute comprising of (but not limiting) to the following members:

(a) For Medical Colleges:**Committee 1**

1.	Vice Chancellor, UHS, Rohtak	Chairman
2.	Director of respective medical college	Member Secretary
3.	Head of the respective department, PGIMS Rohtak	Member
4.	External expert (respective department)	Member

Committee 2

1.	Director, BPSGMC, Khanpur Kalan, Sonipat	Chairman
2.	Director of respective medical college	Member Secretary
3.	Head of the respective department, BPSGMC, Sonipat	Member
4.	External representative (respective department)	Member

(b) For Dental Colleges

1.	Vice Chancellor, UHS, Rohtak	Chairman
2.	Director of PGIDS, Rohtak	Member Secretary
3.	Head of the respective department, PGIDS Rohtak	Member
4.	External expert (respective department)	Member

(c) For Nursing Colleges

1.	Director/Principal of the attached medical college	Chairman
2.	Principal of respective nursing college	Member Secretary
3.	Senior faculty of the nursing college	Member
4.	External expert (respective department)	Member

6.6 Approval of proceedings of interview Committee:

Member Secretary of the respective committees as mentioned above shall send proceedings of Interview Committee for approval of the Government.

6.7 Publication of list of selected candidates:

After approval of proceedings of Interview Committee by the Government, Director/Principal shall publish list of selected candidates on the institute website.

6.8 Appointment letter:

Appointment letters shall be issued by State Government.

6.9 Joining Time:

A period of one month would be given to selected candidates, with relaxation for joining depending on the request of the candidates and necessity of the Institute.

7. For engagement of retired faculty/doctors on contract basis:

The retired faculty/doctors at various levels from Institutes of National importance (INIs) and other Govt. Medical/Dental/Nursing Colleges within the country may be engaged for services in the various Government colleges of the State under the purview of MER department.

Preference for engagement shall be given to retired faculty.

Additional 5 marks shall be allotted to the retired faculty members in the pre-merit criteria.

8. Educational qualifications and experience:

Educational qualifications and experience for respective post shall be as per the prescribed guidelines issued by the respective Governing Councils/service rules (as applicable) and as amended from time to time.

9. Age:

Upper age limit for engagement of doctors/faculty members against the sanctioned vacant posts at various levels shall be as per prescribed guidelines issued by the respective Governing Councils/service rules (as applicable) and as amended from time to time.

10. Remuneration of engaged/re-deployed retired staff:**10.1 For Medical and Dental Colleges**

Contractually engaged faculty members/doctors shall be paid consolidated monthly remuneration as under:

S.No.	Faculty	Monthly Remuneration
1	Assistant Professor	Rs. 1,20,000/-
2	Associate Professor	Rs. 1,42,000/- (if the post-PG teaching experience is under 06 years)
		Rs. 1,88,000/- (if the post-PG teaching experience is 06 years or more)
3	Professor	Rs. 1,88,000/- (if the post-PG teaching experience is under 09 years)
		Rs. 2,00,000/- (if the post-PG teaching experience is 09 years or more)

All retired, re-deployed or engaged faculty members will continue to draw their pensionary benefits as per the pattern on Government of India.

10.2 For Nursing Colleges

Contractually engaged staff shall be paid consolidated monthly remuneration as under:

S.No.	Faculty	Monthly Remuneration
1.	Principal-cum-Professor	78,800/-
2.	Vice Principal-cum-Professor	78,800/-
3.	Associate Professor	67,700/-
4.	Assistant Professor	56,100/-
5.	Tutor	53,100/-

The remuneration of the retired faculty members will be on the standard formula of last pay drawn minus pension, with no other allowance like Dearness Allowance (except travelling and daily allowance for duties performed)

11. Terms and Conditions of Engagement:

11.1 The engagement of faculty shall be purely on contract basis for an initial term of two years from the date of joining duty after acceptance of this contract. The term of engagement of the contractual employees may be extended by another two years from the date of joining or till the attainment of age of 70 years or till regular incumbent joins (whichever is earlier). The period of contract is subject to be reduced or extended at the sole discretion of the Competent Authority in Medical Education & Research Department, Haryana. However, the Govt. reserves the right to terminate the services of the faculty with one month prior notice without assigning any reason.

11.2 Entitlement of leave:

Engaged faculty under this policy shall, in addition to public holidays and restricted holidays, be entitled for ten casual leaves and ten medical leaves during a calendar year.

11.3 Travelling Allowance/Daily Allowance:

Engaged faculty under this policy shall be entitled to Travelling Allowance/Daily Allowance as per entitlement.

11.4 Regarding Private Practice:

Private practice of any kind including laboratory and consultant practice is not permissible. The faculty shall not engage himself/herself in any other paid assignment during the validity of the contract.

12. Reservation Policy:

The reservation policy both vertical and horizontal, applicable from time to time for direct recruitment, shall be followed. A roster shall be maintained by the Institute. It is clarified that in case of non-availability of suitable candidates of horizontal category, the suitable person of vertical category, if available may be considered eligible. In case of non-availability of suitable candidate of specific category, candidate of another category can be considered eligible. It is not a regular appointment; therefore, no backlog shall be maintained in case of non-availability of suitable candidates of reserved category.

13. Amendment, Removal of Doubt, Relaxation in the Policy:

Government of Haryana in Department of Medical Education and Research shall be competent to amend and clarify any matter related to the policy and also grant any relaxation in the policy.

Chandigarh:
The 3rd July, 2024.

DR. SUMITA MISRA,
Additional Chief Secretary to Government Haryana,
Medical Education & Research Department.